

Thad Westbrook

From: William Hubbard
Sent: Wednesday, June 19, 2019 9:31 PM
To: Thad Westbrook
Subject: Fwd: Presidential Search

FYI

William Hubbard
Nelson Mullins Riley & Scarborough LLP
william.hubbard@nelsonmullins.com

Sent from my iPad

Begin forwarded message:

From: "Dozier, Robert" <RDozier@fhlbatl.com>
Date: June 19, 2019 at 9:27:05 PM EDT
To: William Hubbard <william.hubbard@nelsonmullins.com>, Hugh At Mobley Rx <hugh@mobleyrx.com>, Leah Moody <lbmatty@comporium.net>, Dorn Smith MD <dorn@smithfieldfarms.net>, "GeneWarr1@gmail.com" <GeneWarr1@gmail.com>, Miles Loadholt <mloadholt@motleyrice.com>, Mark Buyck <mwbuyck@willcoxlaw.com>
Cc: John Von Lehe <john.vonlehe@nelsonmullins.com>
Subject: RE: Presidential Search

Thanks, William (and Leah from other email)

I agree with both of you -

William, it truly is our highest duty and it is our fiduciary responsibility to lay out a process with the goal find the best candidate available.

Leah, your legal question needs an immediate answer. Seems to me that you don't "fire" the current firm. You augment them with a more capable firm that can target appropriate candidates at this moment.

In the end of the day, it has to be about the process. We get to write the narrative about where we are and how we plan to "lead" in this process to find the best president possible.

Currently and unfortunately we look like a group with no direction and no plan.

I like the idea of a firm with AAU connections. At the very least, talking to them would get level set how we are perceived currently as we move forward.

See you tomorrow

Robert Dozier

John Von Lehe

From: Leah Moody <lbmatty@comporium.net>
Sent: Wednesday, June 19, 2019 8:59 PM
To: William Hubbard
Cc: Hugh At Mobley Rx; Dorn Smith MD; GeneWarr1@gmail.com; Robert Fr. Dozier Jr.; Miles Loadholt; Mark Buyck; John Von Lehe
Subject: Re: Presidential Search

Hi all,

Thank you, William for your email.

Legal

→ Parham. ~~Chief Com. Off.~~

Did Terry answer the legal issue of switching the firm? My question was is it a new process by switch the firm? What are the consequences of using new firm with the current contract we have in place?

I would like to be clear as to all legal implications in this matter. Thank you in advance.

Leah B. Moody, Esquire
Law Office of Leah B. Moody, LLC
Please excuse any typos
Sent from my iPhone

> On Jun 19, 2019, at 8:50 PM, William Hubbard
<william.hubbard@nelsonmullins.com> wrote:

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>> Dear Hugh and fellow trustees on search committee,

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>> I have urged some of you individually, and I recommended to most of you at the last meeting of Academic Affairs, that we secure a new search firm, continue our search, and identify the best possible candidates for our great university. Because we have already named four finalists, we have an opportunity now to

John Von Lehe

From: John Von Lehe
Sent: Wednesday, June 19, 2019 9:18 PM
To: William Hubbard
Subject: Re: Presidential Search

I will reinforce this. Well said

Sent from my iPad

> On Jun 19, 2019, at 8:50 PM, William Hubbard
<william.hubbard@nelsonmullins.com> wrote:

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>> Dear Hugh and fellow trustees on search committee,

>

>> I have urged some of you individually, and I recommended to most of you at the last meeting of Academic Affairs, that we secure a new search firm, continue our search, and identify the best possible candidates for our great university. Because we have already named four finalists, we have an opportunity now to increase our chances of bringing in a great candidate, including perhaps a sitting president. But we don't know what we can get because we don't have a well-connected search firm, and we haven't picked back up on our search.

>>

>> Since we have not had a committee meeting since April, I also would like to convey some specific information I have shared with some of you individually. I reported to Hugh that my contacts with [REDACTED] revealed that they have a poor assessment of Parker. It was recommended that we should consider a new search firm. The one suggested by [REDACTED] leadership was Storbeck/Pimentel, led by Shelly Storbeck.

>

>> Storbeckpimentel.com<<http://storbeckpimentel.com/>>.

>>

>> AAU leadership also recommended that we look at the provost at Rice, Marie Lynn Miranda.

John Von Lehe

From: Bubba Fennell <bubbaFennell50@gmail.com>
Sent: Sunday, June 23, 2019 3:38 PM
To: Dozier, Robert
Cc: C. Dorn Smith, III; C. Edward Floyd; Charles H. Williams; Chuck Allen; Dan Adams; Dick Jones; Eugene P. Warr Jr.; HEATH JR., CANTEY; William Hubbard; Hubert F. (Hugh) Mobley; J Egerton Burroughs; John Von Lehe; Leah Moody; Mack I. Whittle Jr.; Miles Loadholt; Molly Spearman; Rose Buyck Newton; Thad Westbrook; Toney Lister
Subject: Re: Interesting article

◀External Email▶ - From: bubbaFennell50@gmail.com

Do you know who their search firm is?? With that pool of Presidents and their process, sounds like they would be a good resource for USC to consider. Bubba

Sent from my iPhone

> On Jun 23, 2019, at 8:17 AM, Dozier, Robert <RDozier@fhlbatl.com> wrote:

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> I was doing some research on the current GA Tech presidential search where 1 finalist was named. However, in the final pool there were 11 sitting presidents - Not provost, deans, presidents in waiting, etc - 11 sitting presidents. As was stated Friday, we have a unique opportunity to find the best now given our current situation.

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> Also found this article in the Chronicle of Higher Education

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> <https://www.chronicle.com/article/Sorry-Professors-but/246424>

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> Robert Dozier

> Executive Vice President & Chief Business Officer Federal Home Loan

> Bank of Atlanta

John Von Lehe

From: John Von Lehe
Sent: Wednesday, April 24, 2019 11:38 AM
To: HEATH JR., CANTEY
Cc: Hugh Mobley; ALLEN, DEBRA
Subject: Re: Gender Equality Letter

Looks good if Hugh approves, please send

Sent from my iPad

On Apr 24, 2019, at 8:29 AM, HEATH JR., CANTEY <CANTEYH@mailbox.sc.edu> wrote:

◀External Email▶ - From: CANTEYH@mailbox.sc.edu

Good Morning, Gentlemen:

Wes suggests if we share the students' letter with the full Board that we also include his statement/response (below).

Shall we email it today?

-Cantey

Statement:

The search committee made a commitment to pursuing a diverse pool of candidates and took proactive steps to make that happen. In fact, our partners at Parker Executive Search deployed an all-female and diverse recruitment team to assist in this effort. The committee saw a pool of more than 80 individuals, diverse in terms of both underrepresented minorities and gender. These four finalists are the leaders that the search committee believes are best qualified and prepared to serve as our 29th president. While the pool did not result in a female finalist, each of these candidates has expressed a strong commitment to diversity and carrying out the diversity strategy recently approved by our Board of Trustees.

<image001.gif>

From: John Von Lehe <john.vonlehe@nelsonmullins.com>
Sent: Monday, April 22, 2019 1:07 PM
To: HEATH JR., CANTEY <CANTEYH@mailbox.sc.edu>; Hugh Mobley <hugh@mobleyrx.com>
Cc: ALLEN, DEBRA <DEBRAA@mailbox.sc.edu>
Subject: RE: Gender Equality Letter

Cantey, I have read the letter. I suggest that we consult with Wes Hickman on whether he thinks a response (in the form of a reply letter) will be helpful.

[Parker Executive Search]

From: Porsha Williams

Sent: Monday, January 7, 2019 11:44 AM

To: hugh@mobleyrx.com; 'william.hubbard@nelsonmullins.com' <william.hubbard@nelsonmullins.com>; lbmatty@comporium.net; dorn@smithfieldfarms.net; genewarr1@gmail.com; mgv@cse.sc.edu; jfridik@sc.edu; ahernandez-laroche@uscupstate.edu; jeromew@email.sc.edu; rdozier@fhlabatl.com; wchjr1946@att.net; mloadholt@motleyrice.com; mwbuyck@willcoxlaw.com
Cc: HEATH JR., CANTEY <CANTEYH@mailbox.sc.edu>; AGARDY, CAROLINE <AGARDY@mailbox.sc.edu>; PARHAM, TERRY <TERRY@mailbox.sc.edu>; HICKMAN, WES <WHICKMAN@mailbox.sc.edu>; Laurie Wilder <LaurieWilder@parkersearch.com>; Ashlee Winters <AWinters@parkersearch.com>
Subject: Parker Executive Search- Next Steps

Dear USC Presidential Candidate Search Committee,

Happy 2019!! We hope you had a great holiday break. As we kick things into high gear, here is a quick summary of what's to come:

- Finalize Search Timeline
 - o If you haven't already, please provide your availability using the doodle poll below, by close of business, Friday, January 11, 2019.
\$ <https://doodle.com/poll/an7gykq3mb9mvmssc> [doodle.com]<https://urldefense.proofpoint.com/v2/url?u=https-3A__doodle.com_poll_an7gykq3mb9mvmssc&d=DwMFAw&c=jCp7-t1eLR27KUHgXvwyC7q9Vo5a0TTB0R5YZdC2BfM&r=fz8D6cqbgHMZGTYHyGhIvclIGi6G1gsiTB10JjHqmlg&m=v2u9Q5OzInJmBR6yD6l9uyQ2XzSEXNWu1pd_DqLN9lc&s=Wrssem8hWoxwsqrbX9yZiyz2kdiFVkfWYsBPvIE1fg0&e=>>
- Finalize Position Description (PD)
 - o To date, we have received at least 200 responses to the online survey. We are compiling these responses and will send an updated position description by noon tomorrow, January 8, 2019.
 - o We will solicit your suggested changes and feedback to the position description electronically starting tomorrow through close of business, Friday, January 11, 2019.
- Next Steps
 - o Once the PD is finalized, the position will be advertised in the following publications (goal: next week):
 - \$ The Chronicle of Higher Education
 - \$ Diverse Issues in Higher Education
 - \$ Women in Higher Education
 - \$ Hispanic Outlook in Higher Education
 - \$ The University of South Carolina website
 - \$ Parker Executive Search Website
 - o In addition, Chair Mobley will distribute a system-wide solicitation providing access to the PD and soliciting recommendations/nominations of appropriate candidates.
\$ We encourage the Search Committee think about appropriate candidates and send thoughts to:
<https://www.surveymonkey.com/r/T2XBY2C> [surveymonkey.com]<https://urldefense.proofpoint.com/v2/url?u=https-3A__www.surveymonkey.com_r_T2XBY2C&d=DwMFAw&c=jCp7-t1eLR27KUHgXvwyC7q9Vo5a0TTB0R5YZdC2BfM&r=fz8D6cqbgHMZGTYHyGhIvclIGi6G1gsiTB10JjHqmlg&m=v2u9Q5OzInJmBR6yD6l9uyQ2XzSEXNWu1pd_DqLN9lc&s=wGvk_-tG0oUFAwA9Q8hiE_-z2G6b6sQqy3S1GaDKoew&e=>>

Please let us know if you have any questions!

Porsha L. Williams
Vice President
Parker Executive Search

P 770.804.1996 x109

F 770.804.1917

www.parkersearch.com [parkersearch.com]<https://urldefense.proofpoint.com/v2/url?u=http-3A__www.parkersearch.com&d=DwMFAw&c=jCp7-t1eLR27KUHgXvwyC7q9Vo5a0TTB0R5YZdC2BfM&r=fz8D6cqbgHMZGTYHyGhIvclIGi6G1gsiTB10JjHqmlg&m=v2u9Q5OzInJmBR6yD6l9uyQ2XzSEXNWu1pd_DqLN9lc&s=wBGJXqnfckjuMjTPRVcFRU9bA8_PWKbip1OV50FP_cQ&e=>>

Five Concourse Parkway, Suite 2900 | Atlanta, GA 30328

[Parker Executive Search]

From: Porsha Williams <PorshaWilliams@parkersearch.com<mailto:PorshaWilliams@parkersearch.com>>

Sent: Thursday, December 20, 2018 5:33 PM

To: hugh@mobleyrx.com<mailto:hugh@mobleyrx.com>;
williams.hubbard@nelsonmullins.com<mailto:williams.hubbard@nelsonmullins.com>;
lbmattv@comporium.net<mailto:lbmattv@comporium.net>; dorn@smithfieldfarms.net<mailto:dorn@smithfieldfarms.net>;